

# Diversity, Equity, and Inclusion Efforts

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# DMCPS Equity and Inclusion Strategies

- Safe Space Pods
- LGTBQIA+2S Workgroup
- Equity and Inclusion Newsletter
- ARC Proposal



# Safe Space Pods

- DMCPS' Safe Space Pods stemmed from staff wanting to have space within our organization to have conversations regarding social justice and to be able to learn from one another and improve as an organization.
- They align with multiple ways of working and the DMCPS Mission and Vision.
  - Focused conversations about race and equity align with our value to practice in an ethical and culturally responsive manner
  - The development of a place for us to have honest conversations together aligns with our value to focus on positive relationship building



# Structure and Topics

- Had 9 pods made up of groups of six
  - Peer facilitated at front-line, supervisor, and management level
  - 6 sessions for 1.5 hrs. every six weeks
- Topics covered in sessions:
    - Understanding Race and Racial Identity
    - Understanding Privilege
    - Understanding Stereotypes
    - Internal Bias
    - Microaggressions
    - Structural Racism
    - Internalized Racism



# Feedback on Safe Space Pods

- “I liked that we spoke about topics that impacted our clients and our practice. For example, we were able to make the connection between microaggressions and the racial disparities we have in our system. We also were able to come up with some solutions as to how we could address it.”
- “The groups were small, and everyone's voice was able to be heard. I felt safe in these groups and felt relationships strengthened as a result.”
- “I learned a lot about my fellow coworkers about their struggles and triumphs. I learned how to just listen to other people's experiences, and I learned how to be vulnerable and open up to others.”
- “Everyone has their own story to tell, experiences are different for everyone. We need to be cognizant of our actions and open to differences. While efforts have been made to help racial issues, there is a lot of work still be done.”



# LGBTQIA2S+ Workgroup

- A workgroup made up of Access and Initial Assessment staff with support from the DMCPs Equity and Inclusion Committee
- Created a guide to use when working with individuals from the LGBTQIA2S+ community, how to document self-identified gender, name, and pronouns when known
- Also incorporated basic terms and definitions and resources that are in Milwaukee County



# DMCPS Equity and Inclusion Newsletter

- Purpose is to be able to share out news, relevant information, or events around equity and inclusion to staff
- It would allow staff to receive information and have conversations with team members or other colleagues if they are not able to commit to participating in Safe Space Pods
- Goal is first newsletter will launch November 2022



# ARC Illuminators Proposal

- ARC team was made up of frontline staff who saw need to address implicit bias
- They will be developing a training with a focus on identifying and addressing bias, understanding the power of bias and how it impacts families with an added training portion specific to the African American experience in Milwaukee
- The goal is that this would be a foundational training for all DMCPs staff and being able to build upon it with boosters to continue the learning process



# DCF Equity and Inclusion Advisory Committee (EIAC)

- Committee members are representatives from divisions within DCF
- EIAC is guided by Equity and Inclusion plan
- DMCPS DEI efforts are reported back to EIAC



# Questions

